

Group exercise



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Introduction

Group exercises give us an insight into your typical behavioural style when you're working with others and how this aligns with the skills we're looking for.

You'll be pleased to know they can be fun too! And they're a great opportunity for you to get a feel for our culture, and meet other candidates who you could end up working with in the future.



Use the arrows to move from page to page and the icons to go to another section.



Introduction

In our group exercises we'll be looking at:

01

**How you build relationships
and work with others**

In short, we're looking for skills which are really important in our own working environment, where team-working is critical to our success.

02

**Your approach to
problem solving**

Please refer to the [Student Success Profile](#) on page 6. to see our Student Success

03

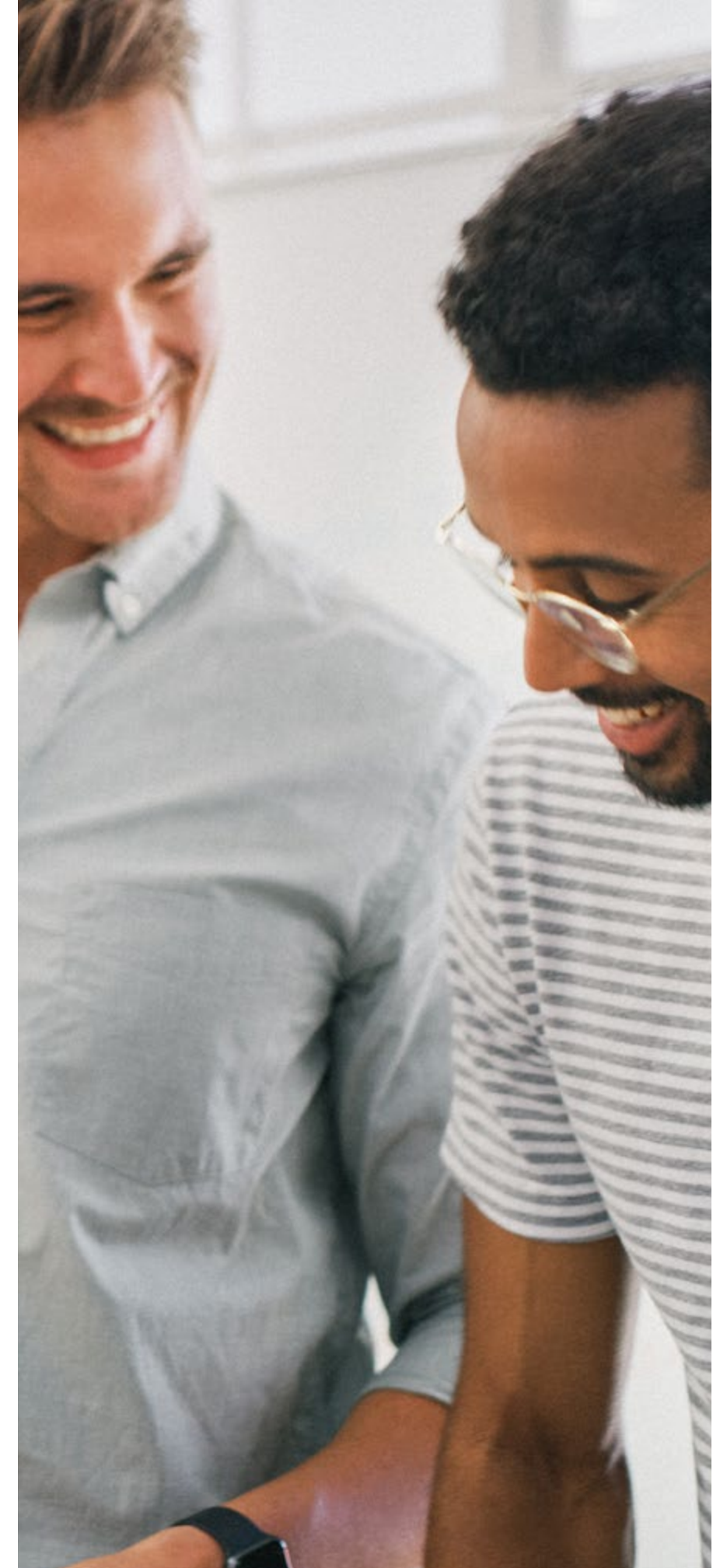
**Your adaptability and ability
to think on your feet**

04

Your critical thinking skills

05

**Your ability to focus
on getting results**



What to expect

Click on the circles to find out what to expect in a group exercise:

Introduction

Task

Unique Information

Interruptions

After the discussion

Time



Preparing for the group exercise

As you're given the exercise and any accompanying information on the day, you may think there isn't anything you can do to prepare.

This is definitely not the case. There's lots you can do and can practice. Watch the video below for tips from our colleagues, who all have experience of these type of group exercises.



Preparing for the virtual group exercise

Click the icons to see our tips for doing the group exercise virtually



Dispelling myths about group exercises

We sometimes find that candidates can have certain preconceptions about what good performance looks like in a group exercise.

However, these aren't always right. Have a go at the following quiz to check your own thinking.

Question		True	False
01	Those who step up and take a leadership role tend to be rated more favourably.		
02	It's ok to be quiet and reflective.		
03	The other group members are all applying to join Deloitte too and there are only so many vacancies. I need to show I'm better than them.		

Dispelling myths about group exercises

Question

True

False

04

It's ok to disagree with others in the group.

05

People who have participated in a group exercise before will do better than those that haven't.

06

If I don't perform well in this exercise, it's game over.

07

You don't need to have prior knowledge or expertise of the group exercise discussion topic to contribute.

Scenarios you may encounter

Working with others you've not met before in a timed group exercise, particularly if you've not taken part in one before, can leave you unsure of how to deal with some scenarios that can arise.

In a real-life working situation you'll come across all sorts of people and this is your opportunity to show how you would engage with them.

Click on the icons to see what scenarios might arise and our tips and techniques for tackling them.

Try...

Practice makes perfect

Exercise 1

There are also a whole range of things you can do to hone your skills in advance of the group exercise and ensure you feel confident on the day.

Try out some of the following practice exercises and take time to note what you think you do well and where you might adapt your approach.

You have to review information, think critically and come up with your point of view in the group exercise.

To prepare for this, take a current topic in the news e.g. health and well-being, or an issue that different political parties have opposing views on such as the economy or social welfare.

Look at both sides of the argument and determine what your view is.

Please type your reflections here

Practice makes perfect ✓

Exercise 2

Practice debating an issue with friends or even family members at meal times.

Some example debating topics might be:



Should all healthcare be privatised in the UK?



Is social media a good thing?



Will robots and artificial intelligence lead to high levels of unemployment?

On the next page reflect on how well you did in this practice activity.



Exercise 2 - Reflections

Reflect on your performance in this practice exercise by rating yourself against the following questions:

Rating scale

1

Strongly disagree

2

Disagree

3

Agree

4

Strongly agree

Question	1	2	3	4
01 I actively contributed my ideas and views				
02 I listened and took on board everyone's input				
03 I encouraged everyone to join in the discussion				

Question	1	2	3	4
04 I articulated my views clearly and convincingly				
05 I dealt with those who tried to dominate effectively				
06 I was respectful and supportive of other's ideas				
07 I kept the discussion focused and on track				
08 We reached a conclusion based on clear reasoning				

Summary and reflection

So hopefully now you're feeling confident and ready to give the group exercise your best shot!

We're looking forward to meeting you soon.

Four final things from us:



Remember...

...if you've reached this stage you're already doing great!



Relax

As with any of the other assessment activities, try and relax and be yourself. This is all about getting to know the real, authentic you.



Need help? Ask us.

If you need any support or adjustments to help you participate, let us know. See the

[link](#) for more details.



Summary and reflection



How did it go?

After the event reflect on your experience. It's always really important to reflect after any important assessment activity.

Preferably while it's still fresh in your mind think about:

- What did you do well?
- What did you learn from the experience?
- What have you learnt about your capabilities?
- What support or development may help you?
- What would you do differently next time?

Reflect on any feedback you receive after the event too. Save your reflections. You'll find them helpful prompts for your development in the future.

Please type your reflections here

Need more information?

Remember to check your invitation letter to see what's in your final stage assessment.

We have a series of Guides which provide more information about other activities that might be included. These are:





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